

## Race for Equality: How to get started

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Not sure how to get involved in the Race for Equality campaign? Here are some first steps to kickstart your campaign...

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**Talk to your Black members**

What is their experience of racism? What do they want to see done?

What would improve their working lives? Use our [template survey](#) for suggested questions.

**Check out the data on race in your workplace**

Your employer should hold data on race and equality. If they don't – ask them 'why not?' In England you can view information on your employer via the [Workforce Race Equality Standards](#). Use this data to find out where the problem areas are and work with your employer to make things better.

**Work with your employer to fight racism**

Branches have reported that when they focus on one or two areas to improve, they see the best results. Once you have identified the problem areas, speak to your employer about working together on some initiatives. Lots of employers are very keen to work in partnership.

**Let members know we are taking this seriously**

Speaking to members; getting this on the agenda; talking about it – lets members know we will listen and will tackle racism.

**Improve your skills**

There are lots of training courses for activists and members to take – [find out what's suitable for you](#).

**Check the Race for Equality website**

We regularly update our webpages with case studies or new materials. [Make sure you check-in for the latest updates](#).

**Get in touch**

If you have some great ideas to share or some initiatives that have worked in your workplace, then please do let us know at [health@unison.co.uk](mailto:health@unison.co.uk).

**RACE FOR  
EQUALITY**

 **UNISON**  
the public service union